

**Report on Information Regarding Staff Compensation  
Texas Government Code 659.026**

**LAMAR UNIVERSITY**

- 1) **Full-Time Equivalent Employees:**  
FY 2016 - 963
  
- 2) **Legislative Appropriations (All Funds):**  

FY 2016 -	\$	66,095,210
FY 2017 -	\$	66,549,343
  
- 3) **Executive Staff Compensation Methodology:**  

The President's salary is established by the Board of Regents. The executive staff salaries are established by the President and are based on multiple factors which include, but are not limited to: performance; complexity of work; educational and professional experience required for the position; number of staff supervised; and, where the information is available, salaries for executive staff in similar positions at other university systems within Texas.
  
- 4) **Salary Supplements for Executive Staff:**  

**The President is the only one eligible to receive a salary supplement as defined by the Senate Bill 1 (84th Legislative Session), Article IX, Section 3.02**
  
- 5) **Market Average Comparison of Executive Staff:**  

**College and University Professional Association for Human Resources (CUPA)  
Administrators in Higher Education Salary Survey**
  
- 6) **Average Compensation of non-Executive Staff:**  
FY 2016 - \$53,588
  
- 7) **Executive Staff Compensation Increase as a Percentage (5 years):**  

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Executive Staff Compensation:	0%	0%	2%	4.86%	2%

  
**Legislative Appropriation Increases as a Percentage (5 Years):**  

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Legislative Appropriations:	-13.69%	3.09%	3.94%	0.32%	0.35%